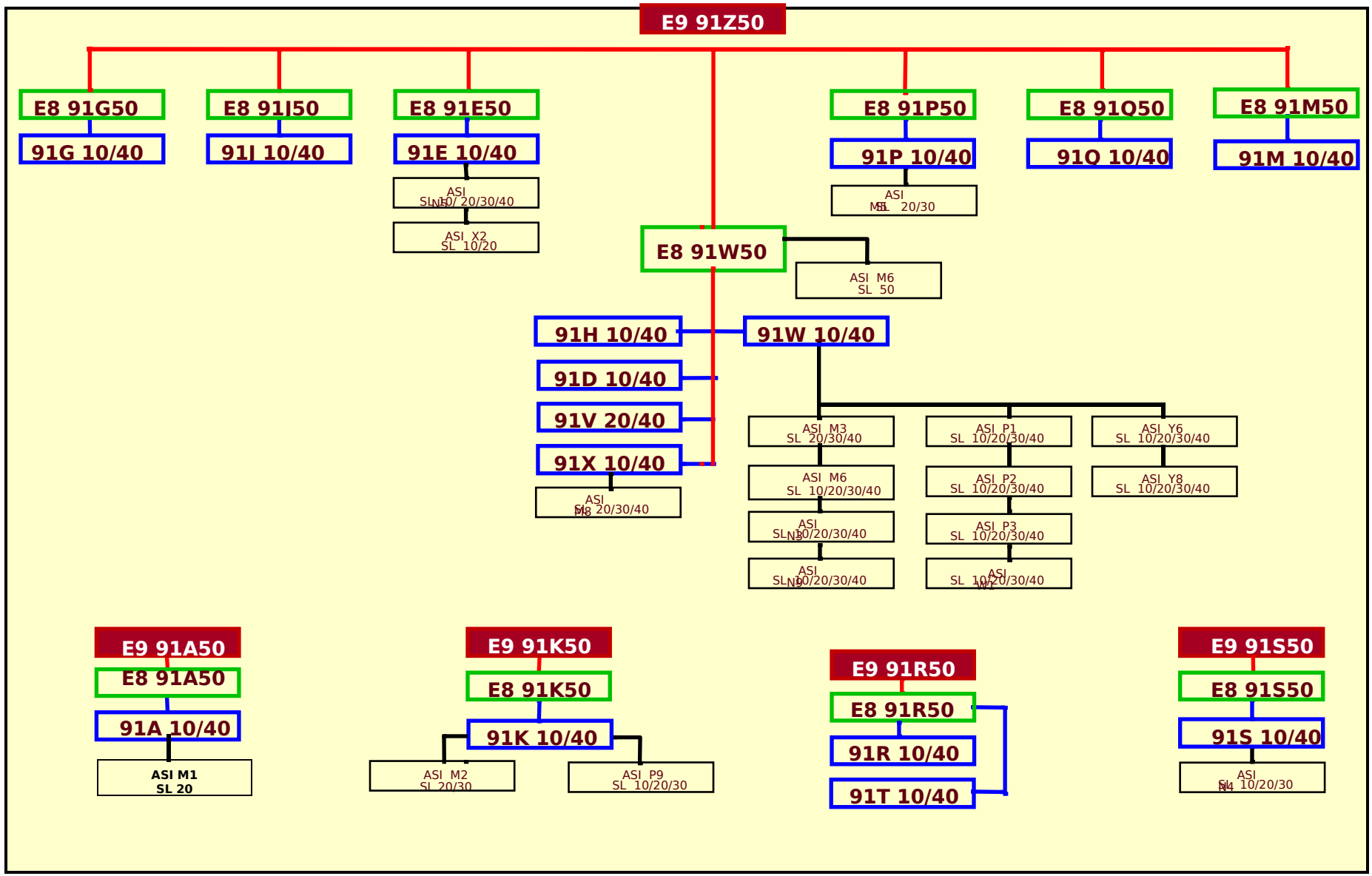
SFC SELECTION BOARD BRIEFING
31 JANUARY 2006

AMEDD PERSONNEL PROPONENT INFORMATION PACKET – CMF 91

CMF 91 CAREER PATTERN



CMF 91 - MEDICAL

General Information about CMF 91

- **Overall CMF Mission –** Provides medical assistance/ treatment in support of the Global War on Terrorism, while maintaining support to all beneficiaries
- **Force Modernization Effects –** Transformation in concert with the Army to support evolving missions, advancing technology and changing demographics; i.e., MRI conversion from MF2K, MIL/CIV
- **Unique CMF Characteristics –** Equal mission importance in both times of peace and war
- **General Information about CMF –** CMF 91 is composed of 17 MOSs and 19 ASIs representing various medical specialties which mirror their civilian counterparts, some of which require certification/licensure

MOS DESCRIPTION

Medical Equipment Maintenance NCO - 91A40

- Supervises medical maintenance operations in medical facilities and medical logistic battalions
- Performs installation and acceptance inspections of medical equipment at depot level maintenance activities
- Performs administrative and technical duties as principal Medical Maintenance NCO
- Performs quality control at all levels of medical maintenance
- Supervises and advises subordinate personnel

DEPLOYABLE, COMPUTED AXIAL TOMOGRAPHY, COMPUTED TOMOGRAPHY MAINTAINER AND REPAIRER (ASI M1) Maintains and repairs deployable Computed Axial Tomography Scan and Computed Tomography

MOS DESCRIPTION

Senior Operating Room NCO - 91D40

- Serves as principle NCO of operating room or central material service
- Coordinates activities of the OR and CMS with other elements of the medical treatment facility
- Establishes policies for and monitors exposure levels of sterilization chemicals and anesthetic gases with the OR
- Develops, monitors, and evaluates training
- Supervises and provides technical guidance to subordinates

MOS DESCRIPTION

Dental NCO - 91E40

- Supervises activities of dental section, clinics, medium sized fixed or mobile dental facilities
- Prepares periodic and special reports concerning personnel, patients, dental care and treatment operations
- Coordinates the administrative activities and prepares the dental treatment facility policies
- Supervises and plans training in general military and MOS specific subjects

DENTAL LABORATORY SPECIALIST (ASI N5)

Performs basic dental laboratory procedures, which includes the fabrication of complete dentures, removable partial dentures, fixed prosthodontics, and special protheses

PREVENTIVE DENTISTRY SPECIALIST (ASI X2)

Conducts oral hygiene prophylactic procedures, and individual disease control programs

MOS DESCRIPTION

Patient Administration NCO - 91G40

- Performs duties as the NCOIC for Patient Administration Division (PAD), MEDDAC/MEDCEN
- Creates, writes and interprets PAD policies and programs
- Serves as a Physical Evaluation Board Liaison Officer (PEBLO)
- Tracks patients within inter/intra theater and CONUS through the USTRANSCOM TRAC2ES system
- Serves as a decedent affairs counselor, heavily involved in casualty processing and disposition

MOS DESCRIPTION

Senior Optical Laboratory NCO – 91H40

- Serves as principle NCO of optical fabrication laboratory
- Coordinates activities of optical laboratory with medical treatment facilities
- Provides technical guidance, inspects completed spectacles, and insures quality control standards
- Develops stock levels, requisitions, stores, and maintains optical supplies and equipment
- Prepares and conducts training programs and instructs on preventive maintenance and safety procedures

MOS DESCRIPTION

Medical Logistics NCO - 91J40

- Supervises medium sized logistics division medical supply, stock control, property management and storage activity
- Manages the functional areas pertaining to the highly specialized and technical materiel services utilized in support of the health care delivery system
- Serves as a focal point for medical property management and accountability procedures
- Advises staff on matters regarding supply and services support and other medical logistical functions
- Develops, coordinates, and supervises the supply support portion of an integrated logistics support plan

MOS DESCRIPTION

Medical Laboratory NCO - 91K40

- Serves as general supervisor for medium sized medical laboratory activities
- Performs technical and administrative duties as the senior Medical Laboratory NCO
- Advises command in strategic planning risk management, and blood management
- Develops and evaluates training programs

CYTOLOGY SPECIALIST (ASI M2) – Evaluates cellular elements to recognize normal, inflammatory, benign, and malignant conditions by analyzing cellular changes

BIOLOGICAL SCIENCES ASSISTANT (ASI P9) – Conducts laboratory research projects

MOS DESCRIPTION

Nutrition Care NCO - 91M40

- Supervises the Nutrition Care Division at Medical Department Activities or appropriate headquarters staff positions
- Coordinates activities of subordinate branches to include Production and Service, Medical Nutrition Therapy, and Nutrition Intervention and Wellness Clinics
- Develops policy and manages large scale industrial food service operations
- Functions as subject matter expert in dietary matters concerning all beneficiaries within catchments areas

MOS DESCRIPTION

Senior Radiology NCO - 91P40

- Supervises radiology activity in MEDCEN, large MEDDAC or Combat Support Hospital
- Directs the development and training of the military and civilian radiology technologist
- Manages personnel affairs, supply economy procedures, and fiscal matters
- Reviews operations to ensure compliance with the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) standards

NUCLEAR MEDICINE SPECIALIST (ASI M5)

Operates and maintains clinical nuclear medicine instrumentation, and performs computer analysis

MOS DESCRIPTION

Pharmacy NCO - 91Q40

- Supervises pharmacy activities within the Army Medical Department and ensures compliance with quality control methods and procedures
- Ensures compliance with Army and Federal rules, laws and regulations relative to pharmacy operations
- Reviews established stock levels to ensure compliance with command guidance
- Reviews requisitions for standard and nonstandard items and emergency medications
- Coordinates personnel matters pertaining to pharmacy with other elements of the medical treatment facility

MOS DESCRIPTION

Veterinary Service NCO - 91R40

- Supervises medium size food inspection or combined veterinary service unit
- Senior enlisted advisor on all veterinary issues involving enlisted Soldiers located in isolated areas
- Coordinates veterinary service activities with all elements of Department of Defense organizations
- Reviews subordinate units activities and evaluates training programs

MOS DESCRIPTION

Preventive Medicine NCO - 91S40

- Supervises medium preventive medicine services or units
- Assists with development of unit defense plans and operational orders
- Establishes quality control procedures for inspection programs and laboratory analysis
- Evaluates existing preventive medicine programs and modifies as necessary to meet the needs of the population served

HEALTH PHYSICS SPECIALIST (ASI N4)

Conducts radiation surveys of AMEDD facilities, and maintains records of worker

radiation exposure history

MOS DESCRIPTION

Animal Care NCO – 91T40

- Supervises large veterinary animal facilities
- Performs veterinary operations/training NCO duties in a large combined veterinary service
- Provides care, management, treatment, and sanitary conditions for animals
- Evaluates training programs and provides recommendations for improvements

MOS DESCRIPTION

Respiratory NCO – 91V40

- Supervises respiratory unit activities
- Administers respiratory therapy and performs pulmonary functions tests
- Directs the development and training of the military and civilian respiratory specialist
- Manages personnel affairs, supply economy procedures, and fiscal matters
- Maintains quality control procedures

MOS DESCRIPTION

Health Care NCO - 91W40

- Supervise paraprofessional medical service activities in field, large fixed and mobile treatment facility
- Provides emergency medical treatment, limited primary care, force health protection and evacuation in a variety of operational and clinical settings
- Must be knowledgeable in technical and tactical mission, responsibilities and operations of all medical functional activities

DIALYSIS SPECIALIST (ASI M3) - Performs safe and effective hemodialysis treatments and therapies

PRACTICAL NURSE (ASI M6) - Provides nursing care for in/outpatients, emergency and minor acute treatments, and casualty care management

OCCUPATIONAL THERAPY SPECIALIST (ASI N3) – Assists in the implementation of remedial health maintenance and prevention programs for psychiatric and physical disability patients

MOS DESCRIPTION

Health Care NCO - 91W40 (ASIs)

PHYSICAL THERAPY SPECIALIST (ASI N9) – Evaluates the normal movement of the human body and applies physical therapy techniques as a part of patient care

ORTHOPEDIC SPECIALIST (ASI P1) – Assists in minor surgery, and removal of cast and splints; and provides education on proper care and use of orthopedic appliances, soft goods, equipment and materials

EAR, NOSE, AND THROAT SPECIALIST (ASI P2) – Provides diagnostic and audiometric testing to assist medical doctors in the treatment of Ear, Nose, and Throat ailments

EYE SPECIALIST (ASI P3) – Provides diagnostic vision testing to assist medical doctors in the treatment of eye diseases, injuries, and correction of vision deficiencies

CIVIL AFFAIRS MEDICAL SPECIALIST (ASI W1) – Provides preventive medical measures and medical treatment in the unconventional theater of operation. A highly skilled and trained 91W.

CARDIOVASCULAR SPECIALIST (ASI Y6) – Performs diagnostic test utilizing echocardiographic and phonocardiographic equipment and related procedures

ALLERGY/IMMUNOLOGY SPECIALIST (ASI Y8) – Administers vaccines to all service members, DOD employees, and dependents; also specializing in the handling of Anthrax, Hepatitis A & B, and smallpox vaccines

MOS DESCRIPTION

Mental Health NCO – 91X40

- Assists professional staff with management of mental health activity
- Collects and records social and psychological data
- Counsels personnel with personal, behavioral or psychological problems
- Evaluates training programs and provides recommendations for improvements

DRUG & ALCOHOL COUNSELOR (ASI M8) Conducts insightful and focused inpatient and outpatient group counseling sessions with substance abusing patients

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

CHALLENGING/HIGH RISK ASSIGNMENTS:

- Recruiter
- Drill Sergeant
- Civil Affairs Medical NCO
- Small Group Leader/Senior Small Group Leader

·LEADERSHIP OPPORTUNITIES:

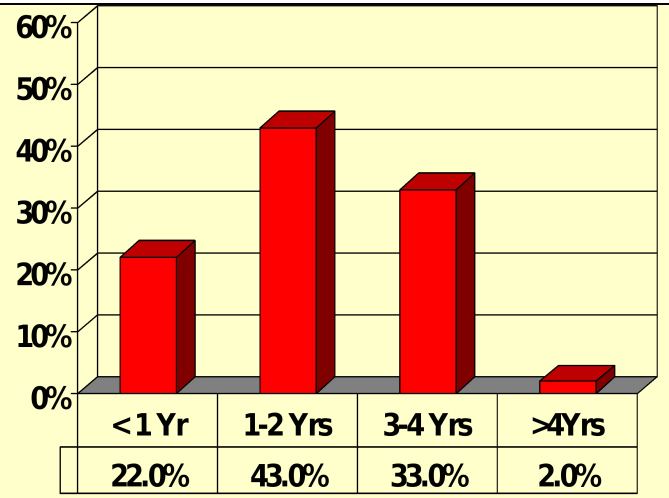
- Platoon Sergeant
- Wardmaster
- Clinic NCOIC
- Section Sergeant
- Operation/Training NCO

EDUCATION

MILITARY EDUCATION:

- WLC
- BNCOC
- ANCOC
- FUNCTIONAL COURSES
- MOS ENHANCING COURSES
- MOS RELATED TECHNICAL CERTIFICATIONS

CIVILIAN EDUCATION: COLLEGE ATTENDANCE



Percentage is of all SSGs in this CMF considered for promotion during the CY 04 SFC Selection Board

UNIQUE MOS CHARACTERISTICS

TOE VS TDA ASSIGNMENTS:

At the rank of SSG, 46% of positions are in TDA units; at the rank of SGT, 36% of positions are in TDA units.

CHALLENGING ASSIGNMENTS:

- **Recruiter, SGL/Senior SGL, and Drill SGT**

	RECRUITER	INSTRUCTOR/SGL	DRILL SGT
	AUTHS	AUTHS	AUTHS
SSG	209 (5%)	534 (13%)	79 (2%)

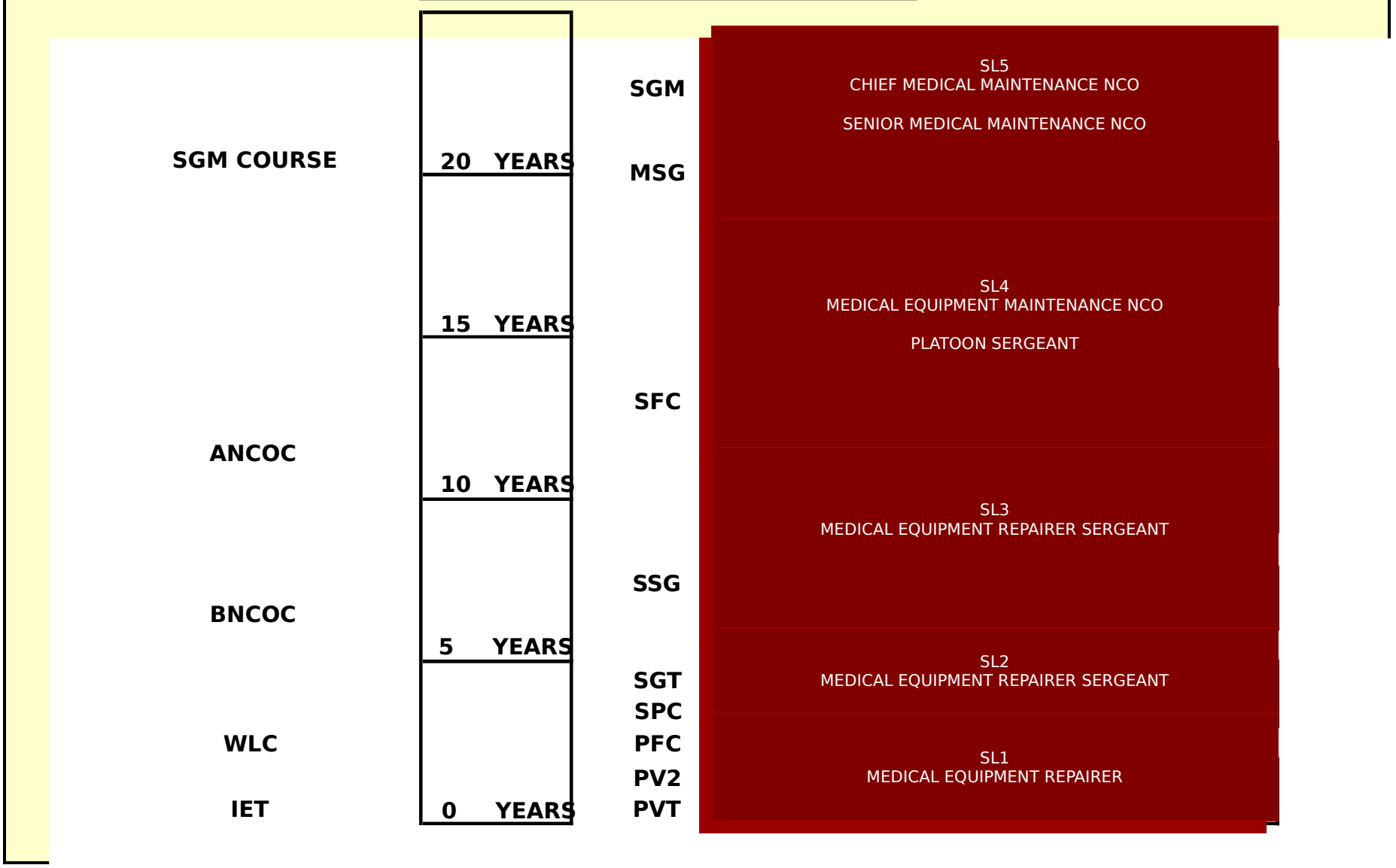
(x.x%) = Percent of authorizations for that grade based on total authorizations

SPECIAL MOS CONSIDERATIONS

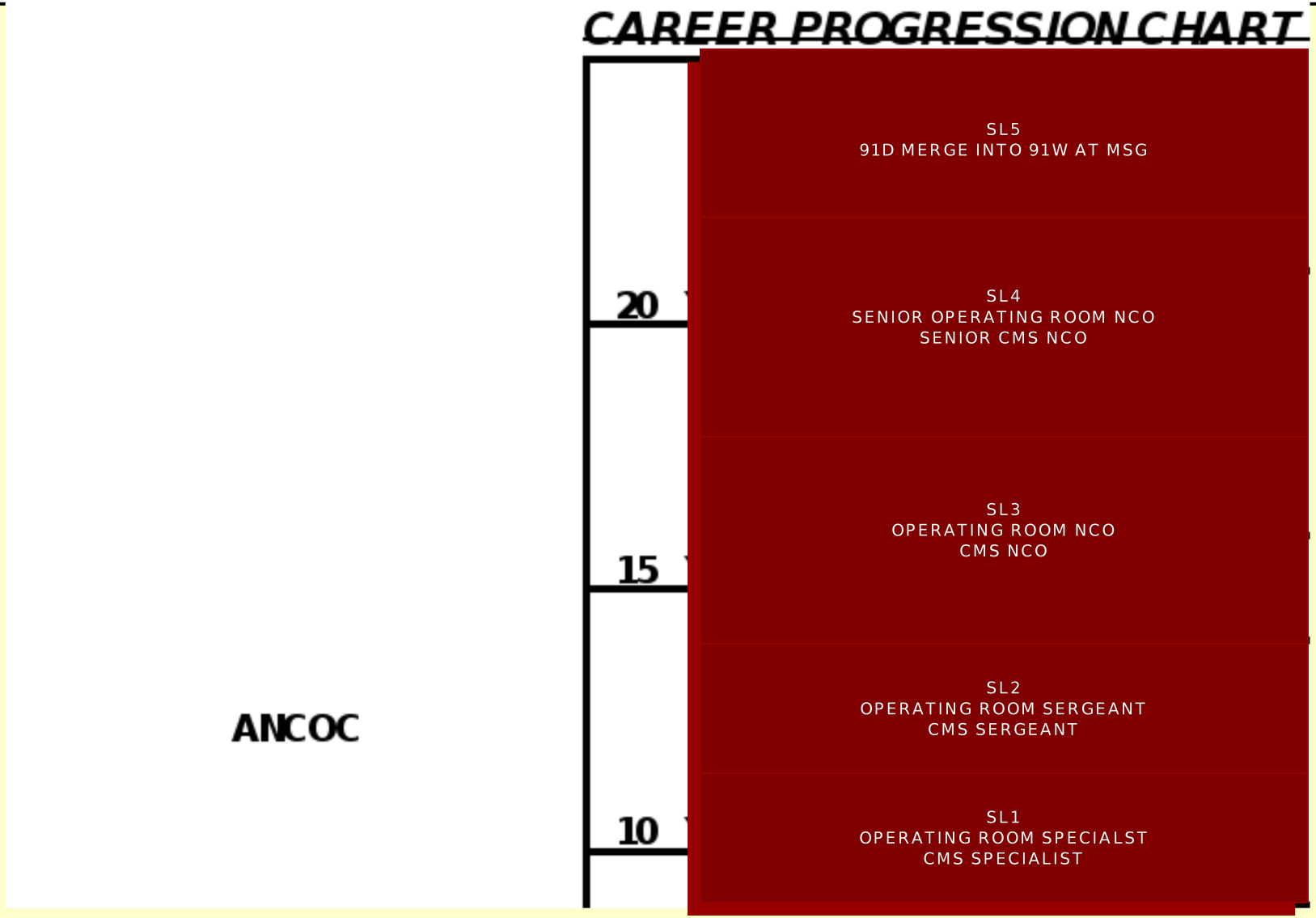
- Limited opportunity exist for field experience in low density MOSs and ASIs
- Many leadership opportunities exist within the Medical facilities for low density MOSs and ASIs

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91A



TYPICAL CAREER PATTERN



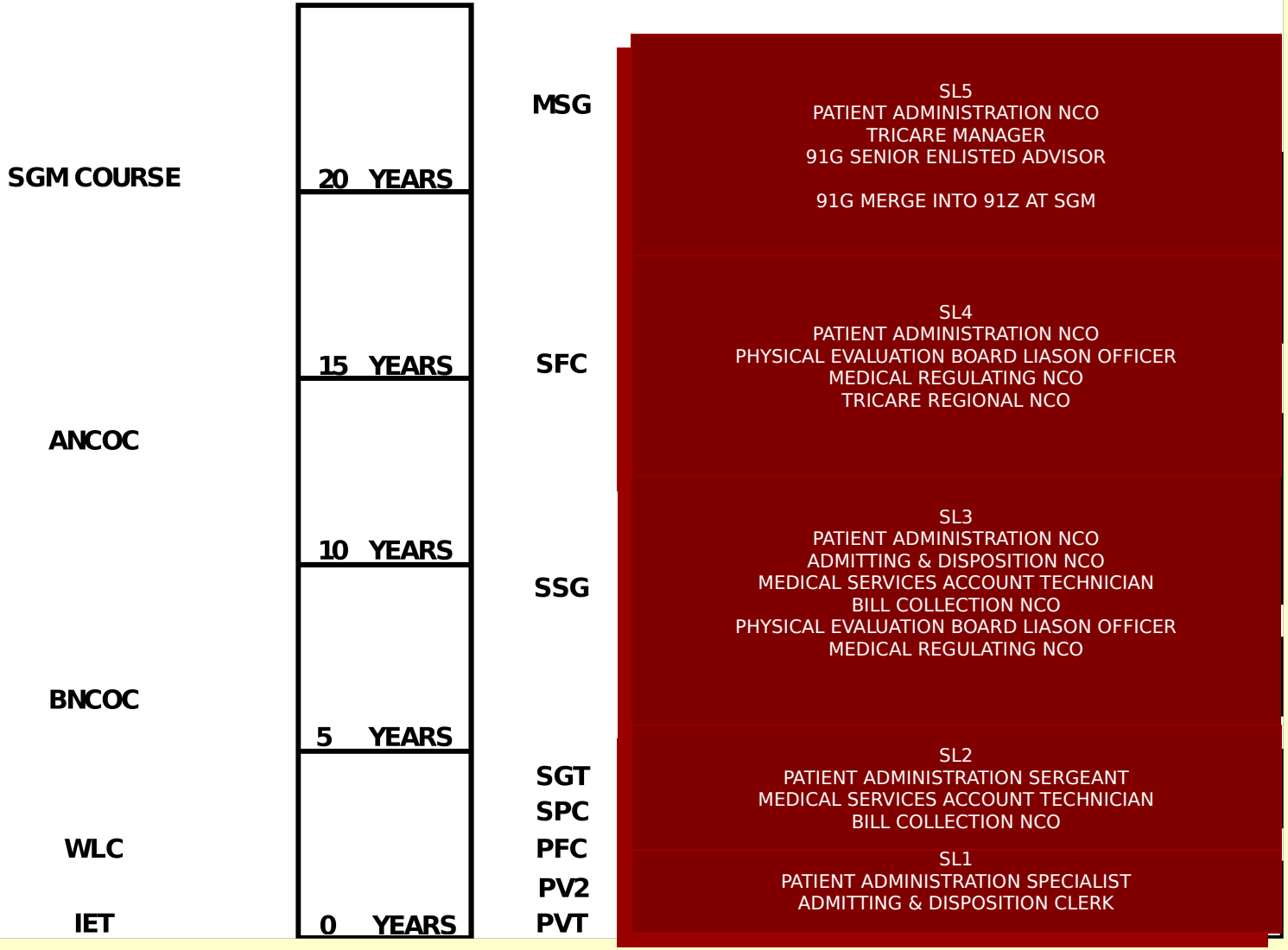
TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91E

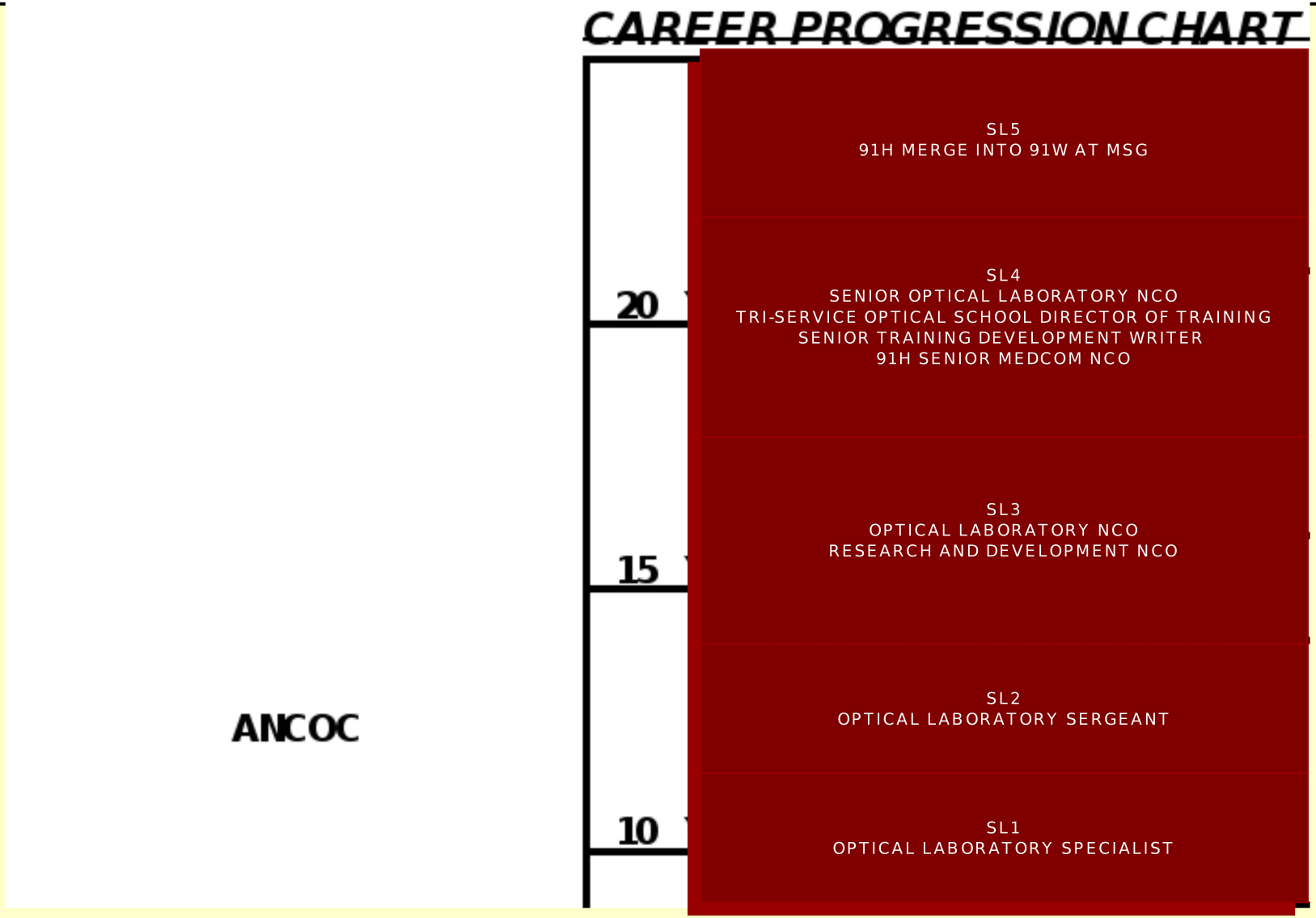
SGM COURSE	20 YEARS	1SG/ MSG	SL5 FIRST SERGEANT SENIOR DENTAL NCO STAFF DENTAL NCO 91E MERGE INTO 91Z AT SGM
1SG COURSE	15 YEARS	SFC	SL4 DETACHMENT NCO SENIOR DENTAL NCO OPERATIONS NCO PRACTICE MANAGERS SENIOR DENTAL LAB SERGEANT
ANCOC	10 YEARS	SSG	SL3 SENIOR DENTAL LAB SERGEANT SENIOR DENTAL SERGEANT PRACTICE MANAGERS
BNCOC	5 YEARS	SGT SPC	SL2 DENTAL SERGEANT PREVENTIVE DENTISTRY SERGEANT DENTAL LAB SERGEANT
WLC		PFC PV2	SL1 DENTAL SPECIALIST PREVENTIVE DENTISTRY SPECIALIST DENTAL LAB SPECIALIST
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91G



TYPICAL CAREER PATTERN



TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91J

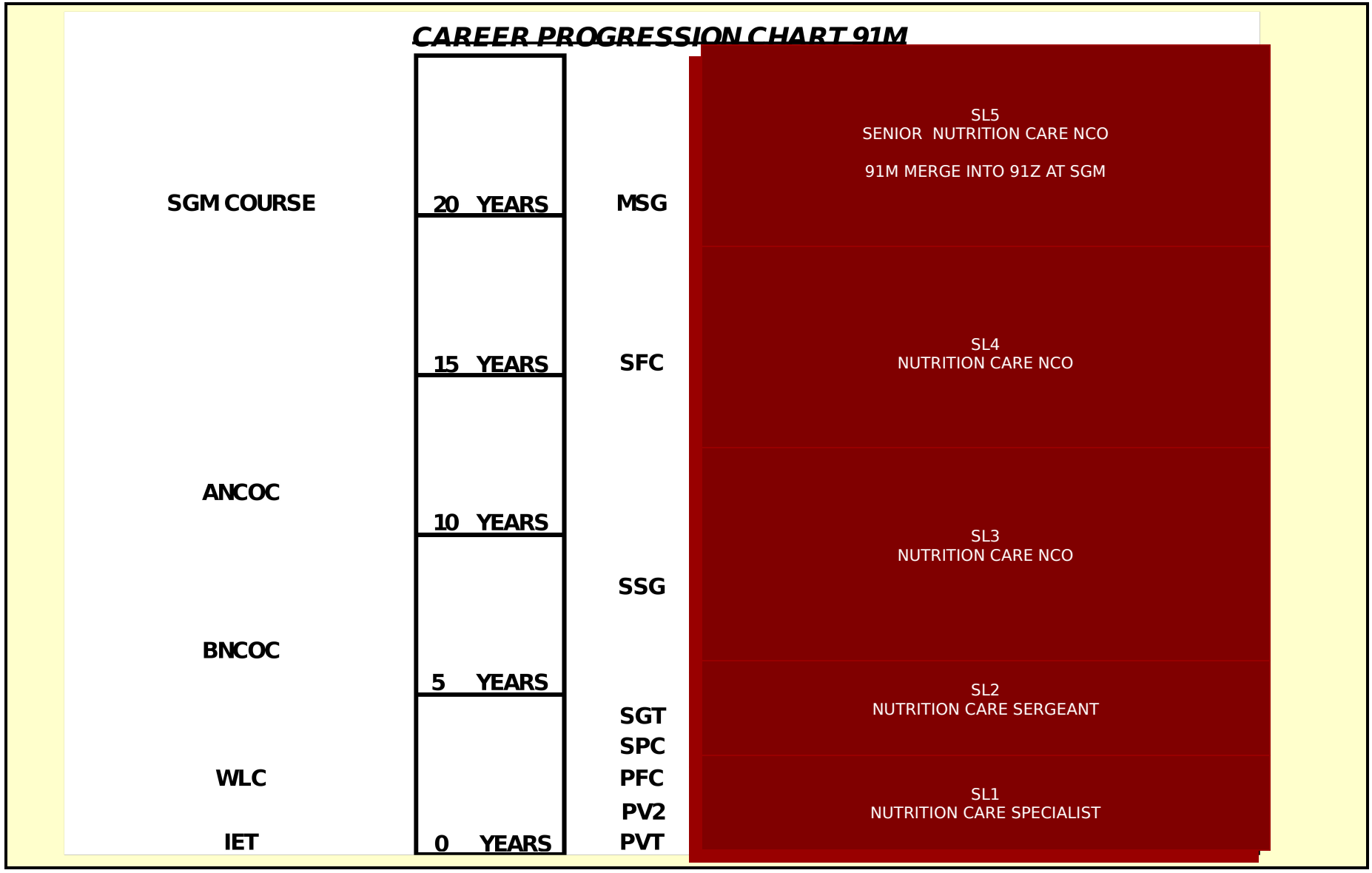
SGM COURSE	20 YEARS	1SG/ MSG	SL5 FIRST SERGEANT PROPERTY MANAGEMENT SERGEANT MEDICAL LOGISTICS SERGEANT MEDICAL STORAGE SUPERVISOR OPERATIONS NCO 91J MERGE INTO 91Z AT SGM
1SG COURSE	15 YEARS	SFC	SL4 DETACHMENT SERGEANT PLATOON SERGEANT MEDICAL STORAGE SUPERVISOR STOCK CONTROL SUPERVISOR MATERIEL DISTRIBUTION SUPERVISOR PROPERTY MANAGEMENT SERGEANT
ANCOC	10 YEARS	SSG	SL3 MEDICAL LOGISTICS SERGEANT MEDICAL STORAGE SUPERVISOR STOCK CONTROL SUPERVISOR MATERIEL DISTRIBUTION SUPERVISOR PROPERTY MANAGEMENT SERGEANT
BNCOC	5 YEARS	SGT	SL2 MEDICAL LOGISTICS SERGEANT
WLC		SPC PFC PV2	SL1 MEDICAL LOGISTICS SPECIALIST VEHICLE DRIVER
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91K

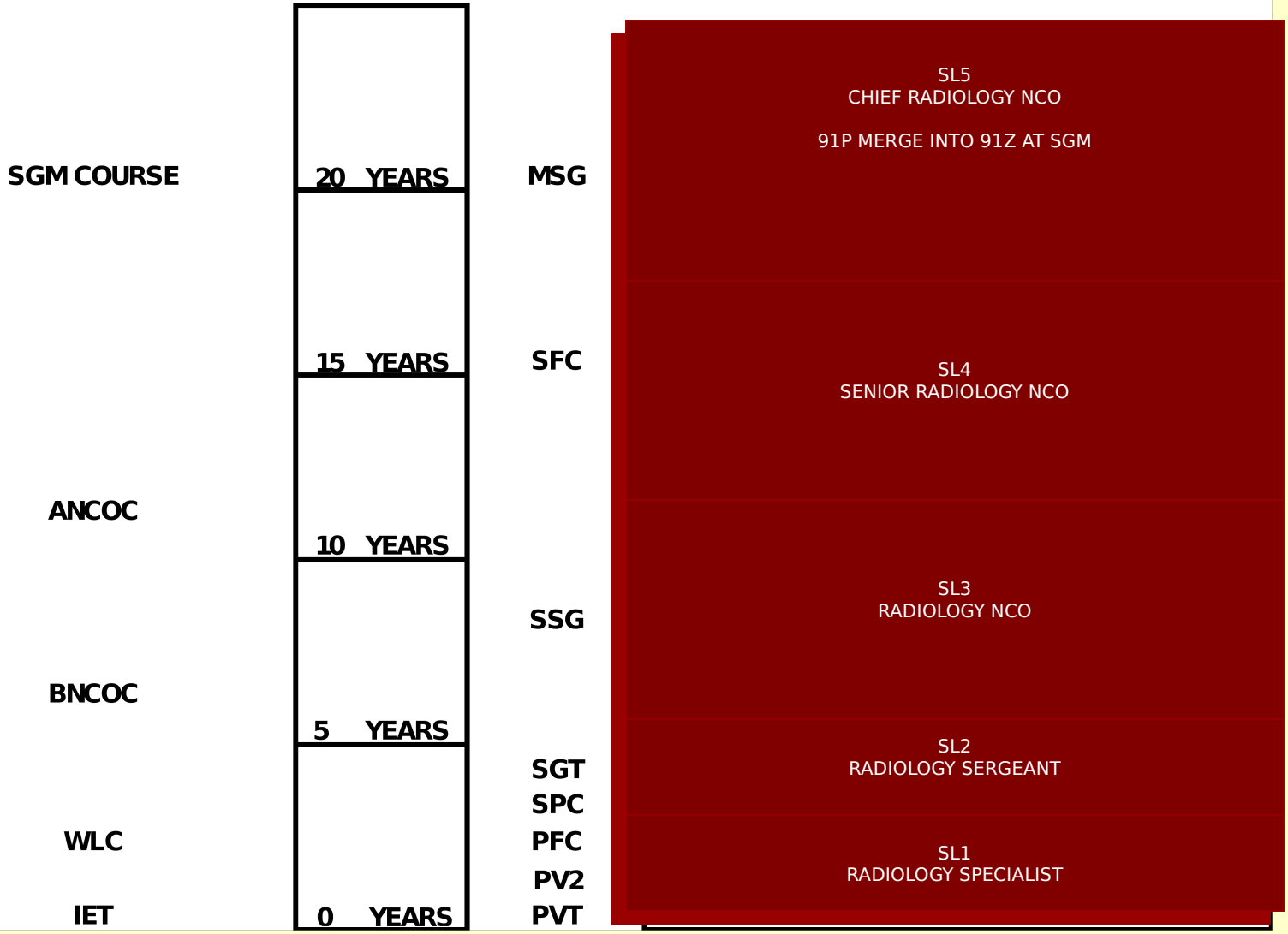
		SGM	SL5 SENIOR MEDICAL LABORATORY NCO CHIEF MEDICAL LABORATORY NCO
SGM COURSE	20 YEARS	MSG	
	15 YEARS	SFC	SL4 DETACHMENT SERGEANT PLATOON SERGEANT MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY NCO
ANCOC	10 YEARS	SSG	SL3 MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY NCO SECTION CHIEF
BNCOC	5 YEARS	SGT	SL2 MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY SERGEANT
		SPC	
WLC		PFC	SL1 MEDICAL LABORATORY SPECIALIST BLOOD DONOR CENTER OPERATIONS SPECIALIST BIOLOGICAL SCIENCE SPECIALIST
		PV2	
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN

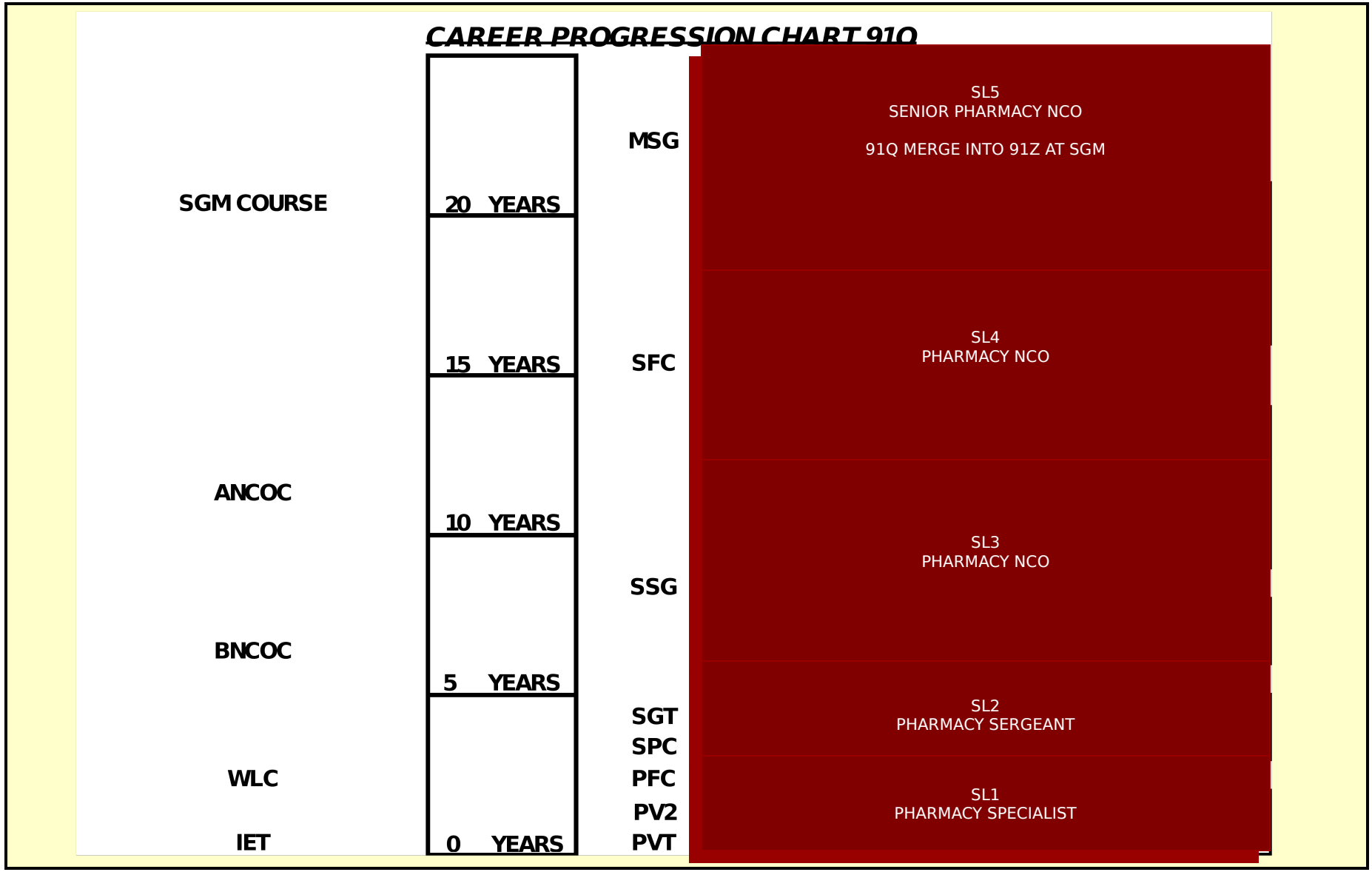


TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91P



TYPICAL CAREER PATTERN

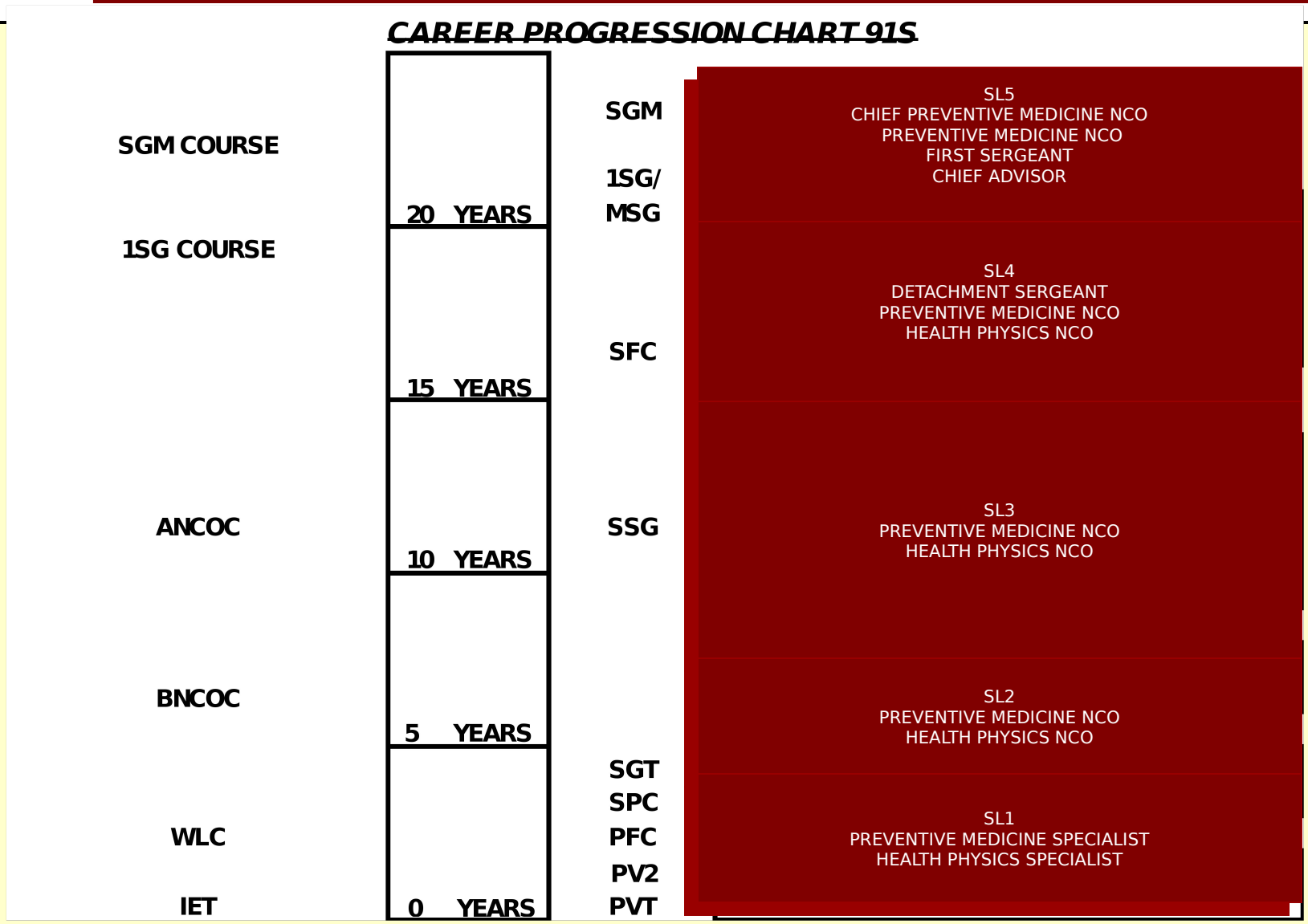


TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91R

SGM COURSE	20 YEARS	SGM 1SG MSG	SL5 SENIOR VETERINARY NCO FIRST SERGEANT CHIEF VETERINARY NCO
1SG COURSE	15 YEARS	SFC	SL4 DETACHMENT SERGEANT VET SERVICES NCO FOOD INSPECTION NCO BRANCH NCO(MULTIPLE STATES AND/OR INSTALLATIONS MARINE CORPS FOOD MANAGEMENT TEAM
ANCOC	10 YEARS	SSG	SL3 FOOD INSPECTION NCO PRODUCT QUALITY NCO QUALITY AUDITOR VET SERVICES NCO BRANCH NCO(MULTIPLE STATES AND/OR INSTALLATION)
BNCOC	5 YEARS	SGT	SL2 FOOD INSPECTION NCO SUBSTANCE SURVEILLANCE INSPECTOR QUALITY AUDITOR PROCUREMENT SERGEANT NAVY SHIP RIDER SUBSTANCE SURVEILLANCE INSPECTOR
WLC		SPC PFC PV2	SL1 FOOD INSPECTION SPECIALST
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN



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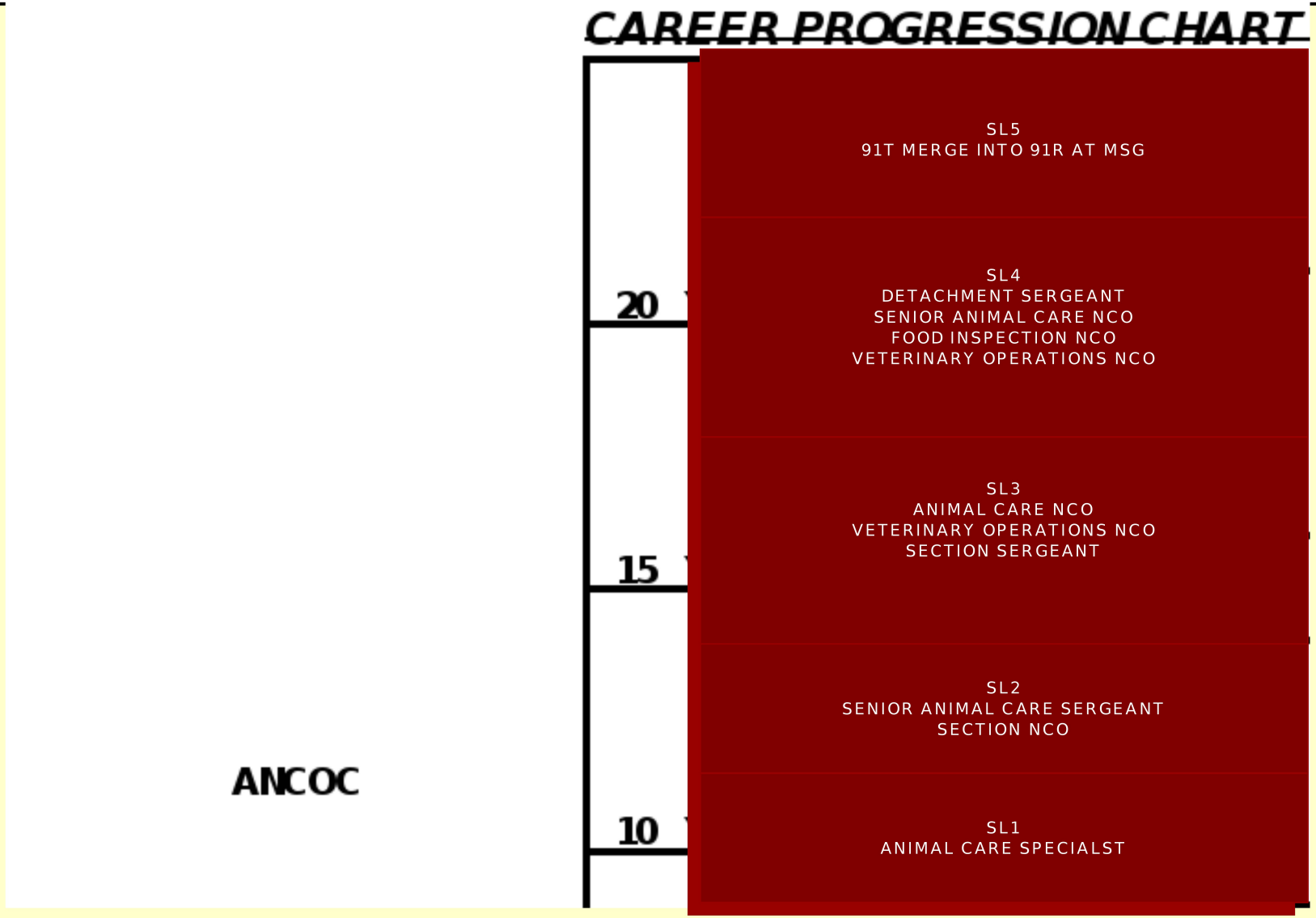

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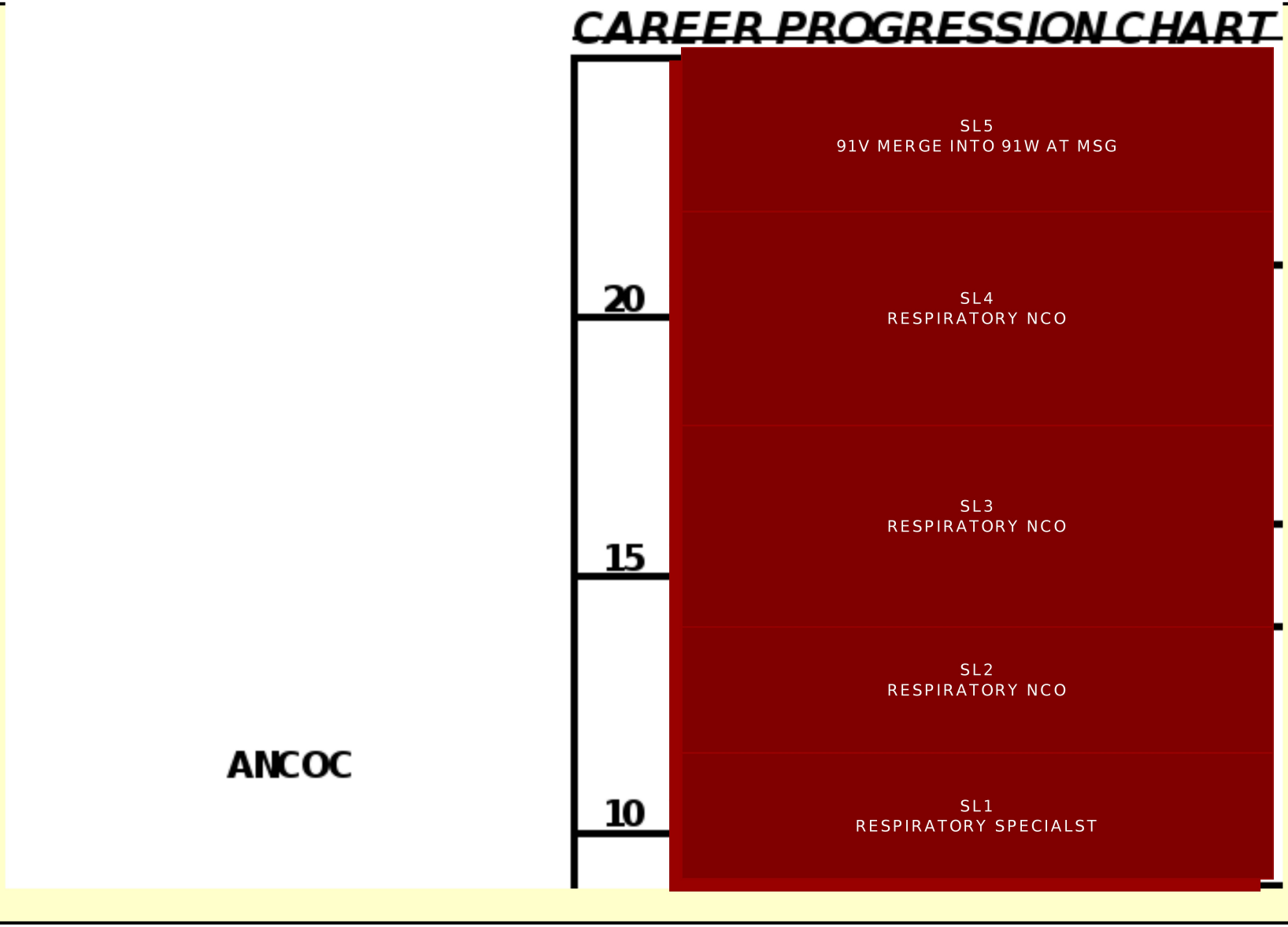
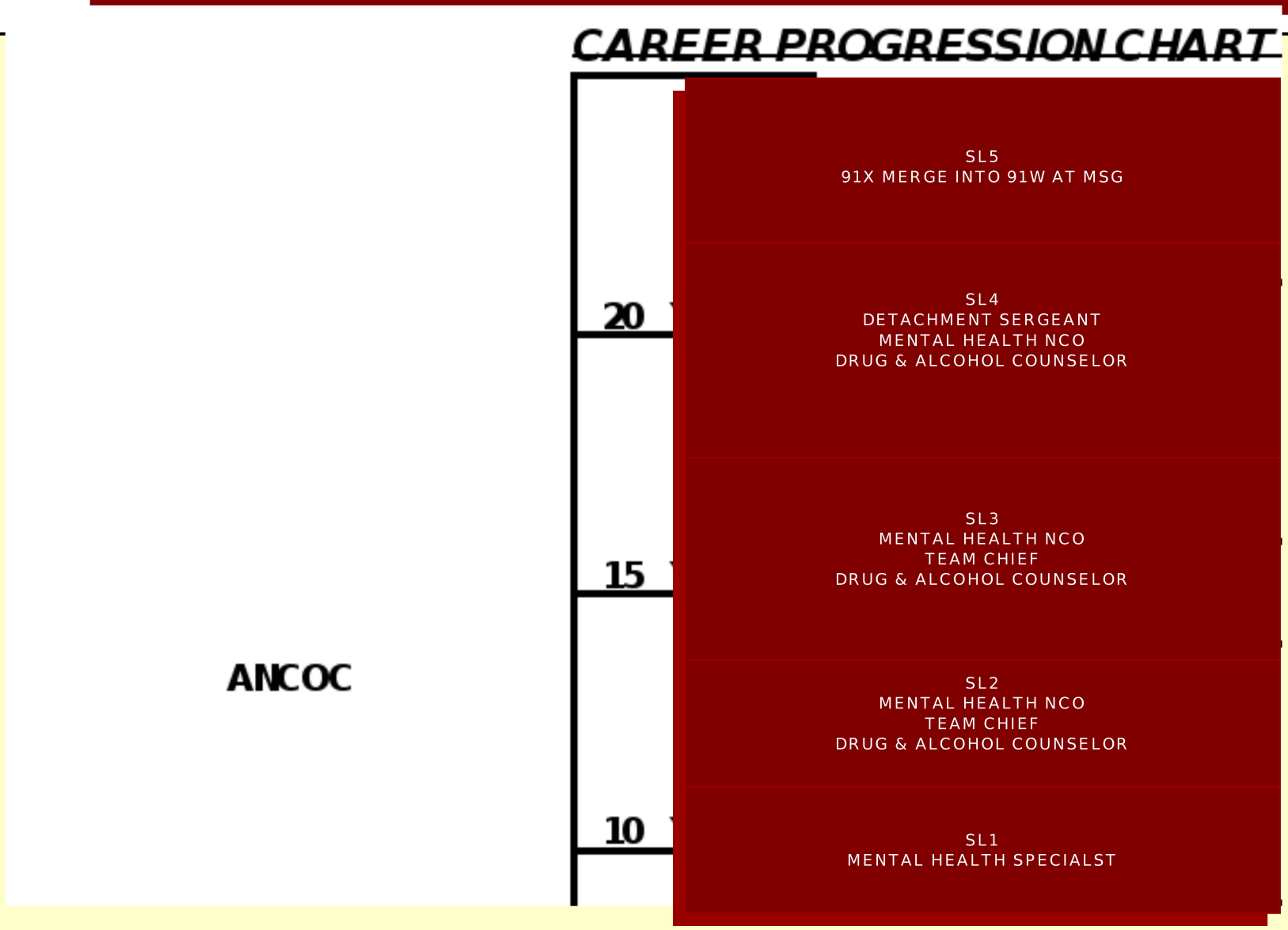


TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91W

SGM COURSE	20 YEARS	1SG/ MSG	SL5 FIRST SERGEANT SR HEALTH CARE NCO SR CAREER ADVISOR SR OPERATIONS SERGEANT PLANS NCO SR PRACTICAL NURSE NCO 91W MERGE INTO 91Z AT SGM
1SG COURSE BATTLE STAFF COURSE			
	15 YEARS	SFC	SL4 DETACHMENT NCO PLATOON SERGEANT HEALTH CARE NCO EMERGENCY MEDICAL NCO CLINIC NCO OPERATIONS NCO PLANS SERGEANT
ANCOC	10 YEARS		
		SSG	SL3 HEALTH CARE NCO EMERGENCY CARE NCO SECTION NCO
BNCOC	5 YEARS		
		SGT SPC	SL2 HEALTH CARE SERGEANT EMERGENCY MEDICAL CARE NCO EMERGENCY TREATMENT NCO AMBULANCE AIDE/DRIVER
WLC		PFC PV2	SL1 HEALTH CARE SPECIALIST EMERGENCY MEDICAL CARE SPECIALIST AMBULANCE AIDE/DRIVER LITTER BEARER
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN



CMF 91 – MEDICAL
Professional Development Model

DEVELOPMENTAL ASSIGNMENTS						
RANKS	PVT- PFC SPC/CPL	SGT	SSG	SFC	MSG	SGM/CSM
SKILL LEVELS	SKILL LEVEL 1O	SKILL LEVEL 2O	SKILL LEVEL 3O	SKILL LEVEL 4O	SKILL LEVEL 5O	
DUTY ASSIGNMENTS			RECRUITER DRILL SGT SGL/INSTRUCTOR	OBSERVER/CONTROLLER SGL/INSTRUCTOR AC/RC ADVISOR EO ADVISOR IG NCO DRILL SGT	AC/RC ADVISOR EO ADVISOR IG NCO	
	TEAM LEADER		OPERATIONS/INTEL SGT/BATTLE STAFF NCO			
		SQUAD LEADER		PLATOON SGT	FIRST SERGEANT	
INSTITUTIONAL TRAINING						
	BCT/AIT/WLC	BNCOC	ANCOC	Battle Staff NCO Course/1SG Course	SERGEANTS MAJOR COURSE	
SELF DEVELOPMENT						
RECOMMENDED NCOES-RELATED COURSES AND ACTIVITIES	PRIOR TO WLC	PRIOR TO BNCOC	PRIOR TO ANCOC		PRIOR TO SMC	
	English Composition	Communication Skills	Principles of Management		Research Techniques (Statistics)	
	Basic Mathematics	Personnel Supervision	Organizational Behavior		Human Resource Management	
	Computer Literacy	Behavioral Science	Information Mgt Systems			
		Stress Management	Technical Writing			
		Fundamentals of Speech	Health & Fitness			
		Maintenance Management				
		Records Management				
	Recommended Reading Standard: 10 Achieve Writing Standard*	Recommended Reading Standard: 11 Achieve Writing Standard*	Recommended Reading Standard: 12 Achieve Writing Standard*			

CMF 91 – MEDICAL
Professional Development Model (cont)

DEVELOPMENTAL ASSIGNMENTS						
RANKS	PVT- PFC SPC/CPL	SGT	SSG	SFC	MSG	SGM/CSM
SKILL LEVELS	SKILL LEVEL 1O	SKILL LEVEL 2O	SKILL LEVEL 3O	SKILL LEVEL 4O	SKILL LEVEL 5O	
DUTY ASSIGNMENTS		RECRUITER/RETENTION DRILL SGT		OBSERVER/CONTROLLER		
	TEAM LEADER		OPERATIONS/INTEL SGT			
		SQUAD LEADER	PLATOON SGT/ SGL/INSTRUCTOR		FIRST SERGEANT	
INSTITUTIONAL TRAINING						
	BTC/AIT/PLDC	BNCOC	ANCOC	NCO Course/1SG Course	SERGEANTS MAJOR COURSE	
SELF DEVELOPMENT						
RECOMMENDED NCOES-RELATED COURSES AND ACTIVITIES	PRIOR TO PLDC	PRIOR TO BNCOC	PRIOR TO ANCOC		PRIOR TO SMC	
	English Composition	Communication Skills	Principles of Management		Research Techniques (Statistics)	
	Basic Mathematics	Personnel Supervision	Organizational Behavior		Human Resource Management	
	Computer Literacy	Behavioral Science	Information Mgt Systems			
		Stress Management	Technical Writing			
		Fundamentals of Speech	Health & Fitness			
		Maintenance Management				
		Records Management				

RECOGNITION OR AWARDS

- Expert Field Medical Badge (EFMB)/ Combat Medical Badge (CMB)/ Combat Action Badge (CAB)
- SGT Audie Murphy and SGT Morales
- Drill Sergeant of the Year
- Soldier/NCO of the Year

PROMOTION POTENTIAL INDICATORS

The following indicators should be considered when evaluating promotion potential for 91 CMF NCOs to the grade of SFC:

- **Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility**

- **DA 1059 indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award**

- **Maintained high physical fitness standards and consistent compliance with height and weight standards**

- **Consistently sought learning opportunities through military**